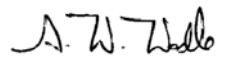




IRONHORSE EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY

1. Marine Heavy Helicopter Squadron 461 is fully committed to Equal Opportunity for all Marines and Sailors of this command, without regard to race, color, religion, gender, age or national origin. Respect and professional behavior form the basis of Equal Opportunity, and are the responsibility of all members of this command. Further, all personnel must understand the relationship between mission accomplishment and an environment that promotes mutual respect.
2. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other unacceptable verbal or physical conduct of a sexual nature.
3. I will not tolerate any form of harassment or discriminatory conduct; it is incompatible with our Core Values of Honor, Courage, and Commitment and destructive to good order and discipline. Behavior of this type impairs unit cohesiveness and threatens our combat readiness.
4. If you observe, or are a victim of harassment or any inappropriate behavior, utilize the Informal Resolution System (IRS) within your chain of command to attempt to resolve the issue at the lowest level. If no resolution is forthcoming, use the Request Mast procedure to report formal complaints. Reprisals, intimidation or any further harassment related to such complaints are also unacceptable and will not be tolerated. Personnel engaging in discriminatory activity or harassment will be subject to disciplinary action.
5. This policy applies to all personnel assigned to HMH-461, either temporarily or permanently.
6. For further information or education, contact the unit Equal Opportunity Representative MSgt Barry J. Stroll at DSN 752-5977 or (910) 449-5977


S. W. WADLE